

# Starting Strong: Improving College Onboarding for Student Achievement

Degree-seeking, first time in college and dual credit students are enrolling in classes without clear admissions and career advising or immersive orientation prior to selecting their career pathway.

## Proposed Changes:



### Broad Redesign

- Implement Caring Campus program with both staff and faculty



### Targeted Redesign

Onboarding structured around the ACIP framework

Ask:

- Basic Needs Questionnaire added to application
- Welcome call to all incoming students
- Intake Survey & Career Assessment

Connect:

- Mandatory orientations organized around meta-majors
  - Faculty & Community/Employers included
  - Student panels included

Inspire:

- First Year Experience implemented
  - Learning communities organized by meta-major
- Experiential learning opportunities added to Learning Frameworks
- “Light the Fire” course in first term without TSI prerequisites

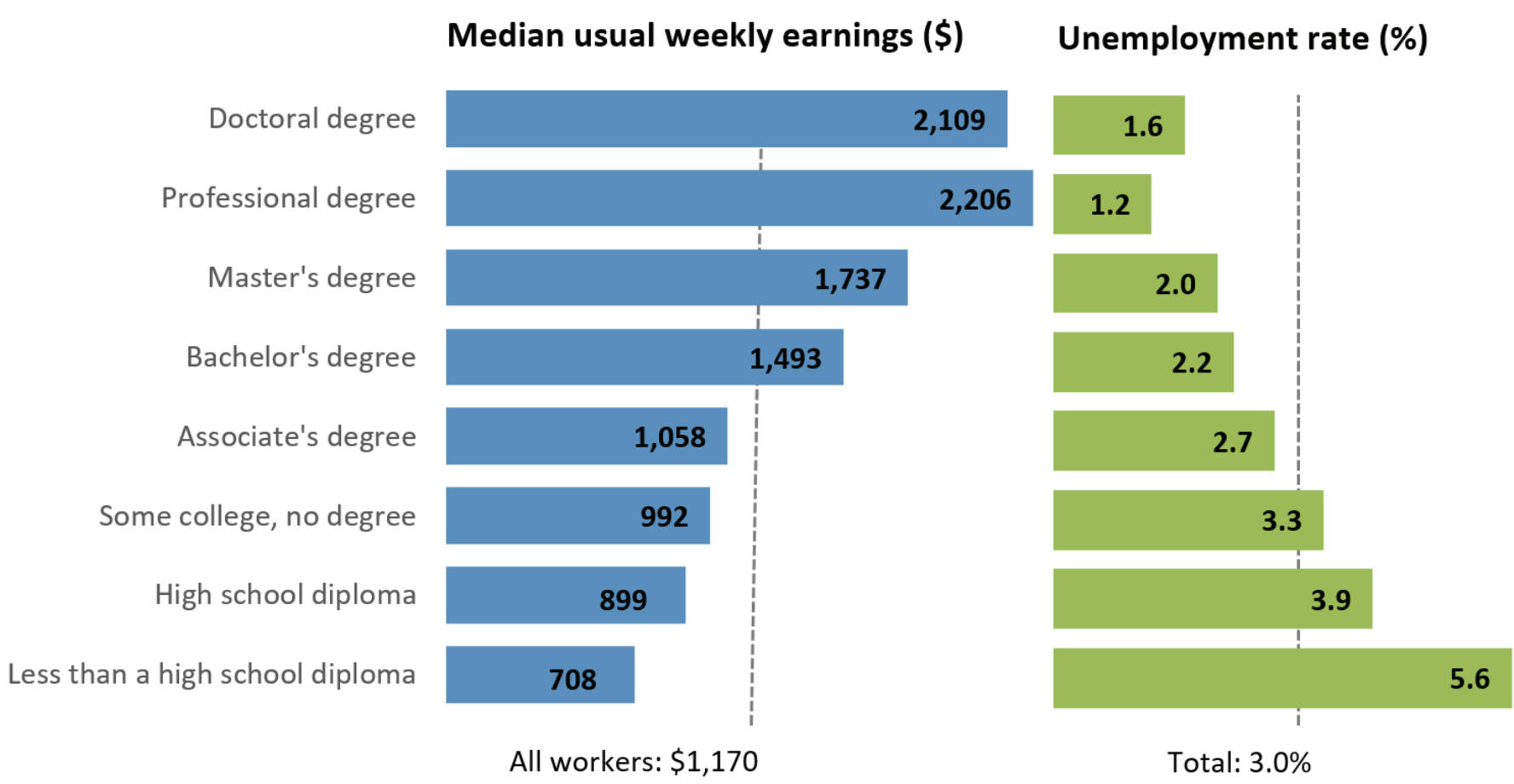
Plan:

- Caseloads organized by meta-majors
- Credentialing as Certified Career Services Providers
- Embedded dual credit advisors

## Expected Outcomes

- Increased persistence rates [Term 1 to Term 2]
- Increased persistence rates [Year 1 to Year 2]
- Reduction in excess credits
- Clear alignment of coursework with a selected career pathway
- Increased social mobility

Earnings and unemployment rates by educational attainment, 2023



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.  
Source: U.S. Bureau of Labor Statistics, Current Population Survey.

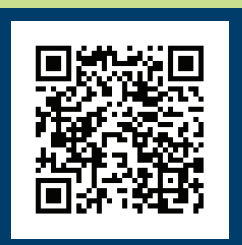


### “Paradox of Choice”

Source: Gallup-Strada Education Network  
Inaugural Report 2017



### Impact on the Economy



### Purposeful Advising



## Implementation Timeline

### Summer 2024

- Basic needs questionnaire developed
- Intake survey and career assessment completed
- Faculty/employers included in orientation

### Fall 2024

- Restructure onboarding staff
- Begin Career credentialing of advisors
- Develop First - Year Experience (FYE)

### Spring 2025

- Learning Frameworks revised to include experiential learning
- Academic Council approves “Light the Fire” courses

### Summer 2025

- Orientations fully by meta-major
- Launch FYE
- Catalog updated to include “Light the Fire” Courses

### Fall 2025

- Advising staff fully credentialed
- FYE learning communities implemented
- First enrollments in “Light the fire” courses

### Spring 2026

- Evaluation of project initiatives